

# Retiree Healthcare – 5 Year Phase In

<b>Fiscal Year</b>	<b>Employees</b>	<b>City</b>	<b>Implicit Subsidy</b>	<b>Total</b>
2008 - 2009	3.61%	3.94%	3.98%	<b>11.53%</b>
2009 - 2010	4.77%	5.29%	4.12%	<b>14.18%</b>
2010 - 2011	5.92%	6.56%	4.38%	<b>16.86%</b>
2011 - 2012	7.08%	7.85%	4.48%	<b>19.41%</b>
2012 - 2013	8.19%	9.08%	4.56%	<b>21.83%</b>
2013 - 2014	9.26%	10.26%	4.60%	<b>24.12%</b>

**Source:**

**Joint Committee On Solutions to Retiree Healthcare Report dated April 30, 2008**

City of San Jose  
August 19, 2008